

THE UNITED REPUBLIC OF TANZANIA



NATIONAL ACTION PLAN FOR THE ELIMINATION OF CHILD LABOR



MINISTRY OF LABOR, EMPLOYMENT AND YOUTH DEVELOPMENT
June 2009

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Abbreviations

ATE	=	Association of Tanzania Employers
BOT	=	Bank of Tanzania
CL	=	Child Labor
CLMS	=	Child Labor Monitoring System
CLU	=	Child Labour Unit
CRC	=	Child Rights Convention
CSOs	=	Civil Society Organizations
FBOs	=	Faith Based Organizations
GSESP	=	Girls Secondary Education Support Project
ILO	=	International Labour Organisation
IPEC	=	International Programme on the Elimination of child Labour
ISW	=	Institute of Social Work
KIWOHEDE	=	Kiota Women Health and Development Organization
LGAs	=	Local Government Authorities
MCDGC	=	Ministry of Community Development, Gender and Children
MDAs	=	Ministries, Departments and Agencies
MDGs	=	Millennium Development Goals
MKUKUTA	=	Mkakati wa Kuondoa Umasikini Tanzania
MoLEYD	=	Ministry of Labour, Employment and Youth Development
NISCC	=	National Inter-Sectoral Coordination Committee
NAP	=	National Action Plan
NSGRP	=	National Strategy for Growth and Reduction of Poverty
PEDP	=	Primary Education Development Program
PMO	=	Prime Minister's Office
PSW	=	Para-Social-Workers.
PRSP	=	Poverty Reduction Strategy Paper
RALG	=	Regional Administration and Local Government
REPOA	=	Research on Poverty Alleviation
SEDP	=	Secondary Education Development Program
SMEs	=	Small and Medium Enterprises
SVSDA	=	Strategy for Vocational Skills Development in Agriculture
TBP	=	time Bound Programme

TEACH	=	Win rock international/Tanzania Education Alternatives for Children
TUCTA	=	Trade Union Congress of Tanzania
UNICEF	=	United Nations Children Funds
UTSP	=	Urambo Tobacco Sector Project
VETA	=	Vocational Education Training Authority
WFCL	=	Worst Forms of Child Labor

Preface and Acknowledgement

Preface

This plan of action has been designed for use in the prevention and responses to worst forms of child labor in the country. The worst forms of child labour constitute exploitation and gross violations of human rights for boys and girls, with detrimental physical, emotional and mental consequences to the child. Exploitation and gross violation of human rights takes place at the household level, community level, in institutions and in enterprises. WFCL prevention efforts and responses must therefore be directed at addressing socioeconomic issues at the households' and community levels, and in institutions and enterprises. Besides, power to prevent and influence responses against WFCL would require mainstreaming and designing policies and legislations and procedures that provides for mandated responses by both designated public or state agencies and the non-state stakeholders.

Stakeholders have identified issues and interventions that would address WFCL labor problems at all levels. The plan of action is therefore intended for all stakeholders, including the WFCL target group i.e. children under the age of 18. Collaborative participation in the implementation of this action plan is therefore crucial for best results.

Acknowledgement

This is a product of stakeholders involved in the prevention and responses to eliminate worst forms child labor in Tanzania. Our indebtedness and gratitude to many individuals and organizations, particularly the ILO, who have tirelessly provided resources in terms of time, human and financial resources that enabled to shape this National Action Plan (NAP), cannot be adequately be conveyed in a few words. We would like to thank Mr. Yaw Ofori, Mr. William Mllya and Noreen Toroka from the ILO for their technical support. Their inputs have strengthened the NAP. We also would like to thank Dr. Robert Mhamba of the Institute of Development Studies, University of Dar es Salaam for the technical input and for leading the NAP designing process.

We are also very appreciative of the advice, criticisms, and suggestions from Mr. Nestory Mloka, Coordinator of Child Labor in the Ministry of labor, Youth Development and Sports, and from the many reviewers, both from the government and from the non-state organizations, who provided detailed and insightful comments that contributed to the good state of the NAP. Specifically we would like to acknowledge the inputs from WINROCK International, The Trade Union Congress of Tanzania (TUCTA) and the Association of Tanzania Employers (ATE). We also would like to acknowledge the enthusiastic support we received from the NAP Task Force Committee from the beginning of the NAP development process to the final stage.

Foreword

The prevention and response against Worst Forms of Child Labor (WFCL), have become one of the critical challenges in the country towards the realization of the international, and national objectives of ensuring the rights of the child as enshrined in the ILO Minimum Age Convention (No. 138) and the Worst Forms of Child Labor Convention (No. 182), the Child Rights Convention (CRC). Persistent poverty, HIV and AIDS and the spillover effects in our economy, of the global economic downturn, following the credit-crunch in the USA and in the Western Europe Countries, have compounded the challenges of elimination of WFCL.

The realization of the rights of the child and the elimination of WFCL requires advancement of the social development agenda to protect, and restore children's dignity and well being of children by creating new openings to help fulfill children's rights to survival, development, and protection. This requires collective effort from government, business sector, civil society and the strengthening of community responses. This is the cornerstone of this Plan of Action for the Elimination of Worst Forms of Child Labor in Tanzania. To this end we will continue to foster inter-governmental cooperation and also enlist the support of donors and of both local and international development agencies and Civil Society Organization (CSOs). These partnerships will ensure that policies and plans are being translated into realities that will benefit orphans and vulnerable children in their communities.

The Plan of Action reflects the collective commitment of government, faith-based organizations, community-based organizations, civil society and the business sector and serve as a guiding tool to the prevention, and responses to the elimination of WFCL in Tanzania. It seeks to reinforce the existing commitments and efforts to create a supportive and enabling environment for our children's rights to survival, development and protection by putting in place a framework for preventing and responding to WFCL.

**Minister, Ministry of Labor, Youth Development and Sports
Tanzania Government**

1 Background

1.1 Rationale for the National Action Plan for the Elimination of Child Labor

The ILO (2006) Global Report shows a modest decrease in child labor and children in hazardous work in sub Sahara African (SSA) countries despite years of global consensus to tackle and eliminate the worst forms of child labor as a main priority for national and international action. Besides the persistence of child labor and children in hazardous work in sub Sahara African (SSA) countries, the rationale for the national action plan (NAP) for the elimination of worst forms of child labor is therefore in response to the need for a global action plan to reach the target of eliminating WFCL by 2016 and the African Union pledge which targets at elimination of WFCL in Africa by 2015.

Furthermore, Tanzania is a signatory to the of the UN Conventions including the UNICEF's Child Rights Convention (CRC), the ILO Minimum Age Convention (No. 138) and the Worst Forms of Child Labor Convention (No. 182). In order to show progress in the elimination of WFCL, immediate and effective measures have to be undertaken. The NAP becomes a critical guiding tool towards this end.

Tanzania's National Strategy for Growth and Reduction of Poverty (MKUKUTA) targets elimination of worst of child labor as one of the important measures to tackle poverty. The country's new labor law i.e. the Employment and Labor Relations Act No. 6 of 2004 (Part Two, Sub Part A Section 5), and the 2008 Child Development Policy are also part of the interventions designed among others, to tackle the worst forms of child labor in the country. These instruments are intended to enable Tanzania move from ratification of the international conventions to country legislative, policy and practical programmatic interventions. The National Action Plan for the elimination of Child Labor in Tanzania therefore geared towards enabling the country fulfill its commitments to both the international community and to the Tanzania citizens particularly the children.

2 The Context of Child Labor in Tanzania

2.1 Definition of A Child, Child Labor and Worst Forms of Child Labor

2.1.1 Definition of a Child

Different definitions of a child are provided in Tanzania's statutes range from children under the age of 12 to 18.¹ The definition of a "Child" in this NPA is guided by the Employment and Labor Relations Act No. 6 of 2004 (Part Two, Sub Part A Section 5), and the 2008 Child Policy, which recognizes any person under the age 18 as a child and prohibits employment of a person who is under 15 years and also prohibits employment of a person under 18 in hazardous jobs and working conditions, inline with the CRC, and the ILO Minimum Age Convention (No. 138) and the Worst Forms of Child Labor Convention (No. 182).

2.1.2 Definition of Child Labor and Worst Forms of Child Labor

Not all work done by children should be classified as child labor that is to be targeted for elimination. Children or adolescents' participation in work that does not affect their health and personal development or interfere with their schooling is generally regarded as being something positive. This includes activities such as helping their parents around the home, assisting in a family business or earning pocket money outside school hours and during school holidays. These kinds of activities contribute to children's development and to the welfare of their families; they provide them with skills and experience, and help to prepare them to be productive members of society during their adult life.

The ILO makes a distinction between economically active children, child labor and children in hazardous work. These categories are as follows:

- i. "Economic Activity" is a broad concept that encompasses most productive activities undertaken by children, whether for the market or not, paid or unpaid, for a few hours or full time, on a casual or regular basis, legal or illegal; it excludes chores undertaken in the child's own household and schooling. To be counted economically active, a child must have worked for at least one hour on any day during the seven-day reference period" Economically active children" is a statistical rather than a legal notion.
- ii. "Child Labor" is a narrower concept than children aged 12 year and older who are working only a few hours a week in permitted light work and those aged 15 years and above whose work is not classified as "hazardous"
- iii. "Hazardous work" by children is any activity or occupation that, by its nature or type, has or lead to adverse effects on the child's safety, health (physical or mental) and moral development. Hazards could also drive from excessive workload, physical conditions of work, and/or work intensity in terms of the duration of hours of work even where the activity or occupation is known to be non-hazardous or "safe". The list of such type of work must be determined at the national level after tripartite consultation.

¹ The Sexual Offenses Special Provisions Act that considers sex with a female person below the age of 18 years as rape has the rider that it is allowed if the man is legally married to the child. The Penal Code states that a child has criminal capacity at the age of 12 years. For example the Criminal Procedure Act defines as child as a person who has not attained the age of 16 years, while the Employment Ordinance defines a child as a person less than 15 years. The Marriage Act of 1971 sets a different marriage age limit for girls and boys. Boys must wait until they reach 18 years while the age limit for girls is 15 years.

Hazardous Child labor Keeps Children out of school



2.1.3 Incidence of Child Labor

Exploitation through child labor exists in the country. Child labor in Tanzania is a problem that is found at the household level, community level and in all sectors of the national economy both in rural and urban areas. The most common area where children are engaged in child labor in the country includes the following:

Households:

- Working in subsistence agriculture
- Household Chores
- Domestic Workers
- Working in family enterprises

Commercial Agriculture:

- Working in commercial agriculture, especially in the tea, coffee and Tobacco plantations

Urban area: (Most of the illicit activities and informal sector business)

- Working in Commercial Sex
- Hawkers and street vending
- Bagging
- Drug Trafficking

Industries

Mining Areas and in the

Fishing industry

The Integrated Labor Force Survey, 2006, shows that (18.4%) or 2 out of 10 children aged 5-17 years in Tanzania were in hazardous child labor. Boys are more likely (20.7%) than girls to be engaged in hazardous child labor. Boys aged 14-17 years are more likely (29.5%) than girls (24.6%) to be engaged in hazardous child labor. Children in rural areas are more likely to be engaged in hazardous labor than those in urban areas (22.7% and 5.6%) respectively.

Most children are engaged in some economic and housekeeping work. Domestic chores, caring for younger children, agriculture, contribute to the household economy and are considered by adults to be part of growing up, but are not employment in the standard definition of the term². Girls (90%) do more housework, than boys (82%). Rates are similar for boys and girls in agriculture, at around 62% and this can become child labor when the housekeeping hours are added to the 'economic' hours. Child labor is more common among the rural children (24.8%,) compared to urban children (7.6%). Farming and domestic work can be hazardous: 38.3% of working girls in Tanzania frequently or sometimes carry heavy loads, compared to 36.4% of working boys.

The gender profile for Tanzania shows that girls are particularly vulnerable as commercial sex worker and domestic workers.³ Rural children are enticed to go to work in urban areas with the promises of a better life, but end up as domestic workers or sex workers. Due to impact of poverty and HIV and AIDS a girl child faces increased risks for entering into the trans-generational vicious cycles of poverty—HIV and AIDS—Child Abuse, Violence and Exploitation.

² NBS 2007

³ Tanzania Gender Networking Programme and Swedish International Development Cooperation Agency, 2006, Gender Profile of Tanzania: Enhancing Gender Equity

3 Causes of Child labor in the Country: An Analysis of Problem Areas

3.1 Poverty and Inadequacies in Social Protection Measures

3.1.1 Poverty and Economic Capacity Building

Child labor in Tanzania is partly driven by higher incidence of poverty coupled with low or inadequate social protection measures. Tanzania has achieved significant successes in universal education, gender equality in primary and secondary education and reduction in child mortality. Encouraging progress has been made in attaining targets for safe water for drinking and sanitation. Improved network and performance of health facilities and water supply and sanitation infrastructure in the country has contributed to the positive results in addressing generalized social insecurity and vulnerability and associated risks.

The 2007 Poverty and Human Development Report show growth has increased steadily since 1993. Consistent with the overall growth trend, sectoral growth rates have been slow with only slight fluctuations indicating modest structural change. Besides, the incidence of poverty has slightly but smoothly declined since 2000/01. Trends show fluctuation in per capita household consumption and an overall lower decline in poverty to about 25% by 2007.⁴

3.1.2 Employment Generation and Social Inclusion

Adult unemployment is also one of the major determinants of child labor in the country. The Tanzania government is committed to reduce unemployment rate, which was 13% in Tanzania Mainland as per data of 2000/01. The Tanzanian Millennium Development Goals Implementation Report December 2006 indicated that unemployment rate declined from 12.9 percent in 2005 to 11 percent in year 2006.

The development of the society also depends on equal participation of both young men and women, and the disadvantaged people. Though youth unemployment is one of the identified social problems for policy response, however, at the practical level, little is done to meet this challenge by the central government apart from development of policies. Some efforts to provide loans and to build capacities for the establishment of economic cooperatives are undertaken in almost all local governments albeit at a small scale. Strategic interventions to reach the youth and the disadvantaged people are crucial in the elimination of WFCL.

In addition, the Government is in the process of establishing Women Development Bank in order to empower women access to affordable credit for establishing micro-economic activities. Extension of such a facility to serve the employment needs of youth will be an important step towards addressing youth unemployment.

3.2.3 Measures to improve employment

Tanzania has introduced an employment creation program, which has four program components:

- i. stimulating and facilitating private investment in the private sector enterprises of all sizes -micro, small, medium and large enterprises;

⁴ These results are from a simulation exercise and should be viewed as tentative only and data from the HBS 2007 must be analyzed before drawing any conclusions

- ii. public investments in the form of public investment programs on their own or in partnership with the private sector;
- iii. human resource development in the form of knowledge and skill development; and
- iv. Institutional capacity development that is appropriate for managing a functioning labor market.
- v. Tanzania encourages local government authorities (LGAs) to attract investors and employment in their localities by creating an enabling environment for investors. LGAs are encouraged to allocate land for investors, construct service roads and provide basic service for investors to operate smoothly.

Other measures include the Mini Tiger 2020 Plan with the aim to increasing the rate of economic growth and the per capita income including job opportunities. In addition, the Government of Tanzania has developed a policy of empowerment of Tanzanians to enable them participate in various economic activities. Small and Medium Enterprises (SMEs) are being guaranteed by the Bank of Tanzania (BOT) when they seek loans from financial institutions as part of the programs to promote entrepreneurship.

3.1.4 Weak Capacity in the Implementation of Social Policy

The incidence of child labor is also determined by inadequacies in the existing measures for prevention and response to child labor driven by poverty and vulnerabilities to impoverishment. National policies in Tanzania are categorized into three tiers, viz. long-term national development strategy (Vision 2025), medium-term national poverty reduction strategy and specific sector or cross sector policies.

Vision 2025 aims at transforming Tanzania from a least developed country to a middle-income country with a high level of human development, free from abject poverty by 2025. It further aims at transforming a predominantly low productivity agricultural economy to a semi-industrial economy with modernized and high productivity agriculture.

Child poverty, which is the deprivation of a range of both material and social supports and services that are considered essential to ensure children's well-being is inadequately addressed in the implementation of the existing policies. In essence, social protection measures, must take into consideration the multi-dimensional and interrelated nature of child poverty and vulnerability. This includes addressing issues of social exclusion, which are currently not adequately addressed by the existing social insurance measures through the provision of the unconditional cash and in-kind transfers to the Most Vulnerable Children (MVC) and their caregivers. Social policy and provisioning in Tanzania does not address inequalities and enhance access to basic services of all children and adolescents; mitigation of poverty on families; strengthening of families in their child care role; and providing special services to children who live outside a family environment. This is mainly due to the fact social provisioning is not statutory guaranteed.

Another important constraints in the implementation of the implied social policy in the Vision 2025, the MKUKUTA, and the sectoral policies is weak capacity of the public sector in addressing social insecurity, mainly due to inadequate human and financial resources.

3.2 Weak Enforcement of the Existing Labor Laws

Inadequate enforcement of the Labor Laws is another critical factor. There are two types of labor laws in Tanzania. One is the labor law and work relationship and the second is the law establishing instruments, organs for dealing with labor related issues. According to the Employment and Labor Relations Act No. 6 of 2004 (Part Two, Sub Part A Section 5), child labor is prohibited as follows:

- 1) No person may employ a child under the age of 14 years
- 2) A child of 14 years of age may only be employed to do light work
- 3) A child under 18 years of age shall not be employed in a mine, a factory or as a crew in the ship. For the purpose of this subsection, "Ship" includes a vessel of any description used for navigation.
- 4) No person shall employ a child in employment:
 - a) That is inappropriate for a person of that age
 - b) That places at risk the child's-wellbeing, education, physical or mental health, or spiritual, moral or social development
- 5) Notwithstanding subsection (3), any written law regulating training may permit a child under the age of 18 to work:
 - a) On board of a training ship as part of the child's training
 - b) In a factory or a mine if that work is part of the child's training
- 6) The Minister may make regulations to prohibit, or place conditions on, the employment of children under 18 years of age.
- 7) It is an offense for any person:
 - a) To employ a child in contravention of this section
 - b) To procure a child for employment in contravention of this section
- 8) In any proceedings under this section, if the age of the child is an issue, it is for the person employing or procuring the child for employment to prove that it was reasonable to believe, after investigation, that the child was not underage for the purpose of this section.

The inadequate enforcement of this law is due to the following factors:

Inadequate human resources especially the quantity of labor officers both at National and District or Local Government levels.

Weak capacity to investigate, and prosecute cases of child labor due to the fraudulent nature of the process, and due to inadequacy among the labor officers in understanding their responsibilities. In practice, it is often than note that the responsibility to investigate and prosecute child labor issues, are left to the police department

Inadequate awareness of the provisions in the law with regard to child labor among the law enforcers, policy makers and other civil servants in the different government Ministries, Departments and Agencies (MDAs)

Inadequate awareness and understanding at the community level, about the existence of the law in the first place, and about the specific provision in the law with regard to child labor, in the second place.

3.3 Inadequate Implementation of the Relevant Policies related to Child Protection

The policies with important implications to child labor includes the two i.e. 1996 and 2008 Child Development Policies and the Education and Training Policy

- 1) The 1996 Child development policy recognizes the rights of the child to nutrition, health and shelter, education, safety and protection against discrimination. Shortcomings with regard to addressing child labor issues includes the following:

Child Labor issues in this policy were not very specifically mainstreamed though they were implied in the provisions. This weakened the effect of the policy in addressing child labor issues

Inadequate awareness of the policy among the practitioners in the various Ministries, Departments and Agencies at the National level as well as the various actors in the local government departments and among the councilors and the general citizenry.

- 2) The 2008 Child Development provides for the elimination of the Worst Forms of Child Labor (WFCL) and it gives other provisions that have indirect implication for the elimination of child labor. With regard to the elimination of Worst Forms of Child Labor the policy provides the following:

To have in place procedures that will ensure that children the worst forms of child labor are prevented and ultimately eradicated in accordance with the International Labor Organization (ILO) convention.

The government to put in place processes and procedures that will ensure that the law pertaining to child labor are made known to the citizens and are effectively enforced

The local governments to design and implement Bylaws geared towards eradication of child labor at all levels of the local government authority

Other provision in the 2008 Child labor with indirect implication on the elimination of child labor includes:

Provisions related to right to life constitutes:

- o The right to survival provision requires raising awareness among the citizens on prenatal and antenatal health care; including involving men and prevention of abortion
- o Early Childhood Development provision requires raising awareness among citizens on issues of child nutrition and proper child up-bringing for good child development

The right for being developed includes provisions for

- o Protecting children against the influence of the information communication technology and globalization, which are considered as main causes of immoral decay among the children. Policy interventions includes:
- o Identifying and developing children with special talents. Specific provision in this area includes government to collaborate with stakeholders to institute a procedure for identification of special talents and developing them. In collaboration with non-state actors, enabling children to undertake skills development training
- o Addressing the existing gap between urban and rural areas in

terms of provision and quality of essential services. The policy requires addressing this problem through government collaborating with stakeholders to strengthen provision of essential services in the communities. Furthermore, the central and local governments to ensure special sports grounds for children in both urban and rural areas are provided

Issues with regard to the implementation of the new Child Development Policy includes the following:

The policy provides adequate treatment of the worst forms of child labor but inadequately deals with issues of child labor. There is inadequate distinction between child labor and worst forms of child labor

Inadequate mainstreaming of the new child policy into the government (both at the central and local government level) strategic plans and budget guidelines due to the following reasons:

This is a new policy and it has not yet been widely disseminated within the relevant government MDAs at the central and local government levels. The policy is coming at a time when all MDAs have already developed their strategic plans inline with the implementation of the MKUKUTA targets

Weak mainstreaming of the child policy issues generally and specifically child labor issues in the budget guidelines provided by the government to the relevant sectors. Consequently child labor interventions are not adequately included in the budgets of the relevant sectoral ministries.

The policy is also not widely disseminated to the non-state actors including the private sector and the non-profit organization i.e. civil society organization (CSOs) and faith based organizations (FBOs). Because of this, the contribution of these stakeholders to the realization of the policy objectives is still weak.

3) Issues with regard to the implementation of the Education policy includes the following:

Inadequate provisions to guarantee access to education by the most vulnerable children and children from the disadvantaged groups. The policy states:

“Despite all efforts to make education accessible, certain groups of individuals and communities in society have not had equitable access to education. Some have not had access to this right due to their style of living, for example, hunters, gatherers, fishermen and pastoralists; others on account of marginalization e.g. orphans and street children, still others on account of their physical and mental disabilities, such as the blind, the deaf, the crippled and the mentally retarded. Therefore 3.2.3 Government shall promote and facilitate access to education to disadvantaged social and cultural groups” (ETP page 18)

The statement does not guarantee such interventions to be undertaken. As such, issues of child labor intervention through the education sector are lacking in the policy. The policy provides “Education for All” with emphasis on comprehensive provision for the vast majority of children but has minimal

consideration for the 'hard to reach', whether that is due to poverty or other marginalization/ vulnerability.

Inadequate funding and mainstreaming of responses for the disadvantaged and vulnerable children in the education sector. Development partners currently support the education sector through the Sector Wide Approach that includes pooled funding and funds from budget support. The approach seeks to ensure accountability, participation and transparency in budgetary processes to meet the policy objectives. However, the power and influence of the stakeholders to ensure the rights of the poor and vulnerable children are met is still very weak. Accountability through the legislative systems at the parliamentary level and the local councils is still fragile at present.

Weak capacity at the local government level to design and deliver different kinds of interventions or responses to meet the needs of a diverse range of disadvantaged and vulnerable groups. Despite the Local Government Reform, and the public sector reforms, the central government and local authorities still suffer from severe capacity limitations in providing performance-oriented public service including education.

3.4 Availability and Access to Quality and Relevant Education

Gross Enrolment Ratio and Net Enrolment Ratio of both boys and girls show that universal primary education has been achieved with gender parity achieved. Net enrolment at pre-primary level of 5 to 6 years old children increased from 24.6 percent in 2004 to 33.1 percent in June 2007. Gross Enrolment Ratio and Net Enrolment Ratio of both boys and girls including children with disabilities at primary schools have also increased from 112.7 percent and 96.1 percent in 2006 to 114.4 percent and 97.3 percent in 2007, respectively.

There is near gender parity with regard to enrolment of girls and boys at the primary school level. Primary School retention rates (proportion of children enrolled in Standard I who complete Standard VII) have improved from 71 per cent in 1997 to 79 percent in 2004 in the Mainland. Retention of girls is slightly better than that of boys. There is still concern about the performance of girls in Standard VII (Primary School Leaving) Examinations. Transition rates indicate that Secondary School enrolment is up with a near gender balance at entry. For instance, in year 2006, out of 243,359 students enrolled in Form I, 116,709 (47.96 per cent) were females while 126,650 (52.04 per cent) were males, a near gender balance at entry. However, enrolment or retention of girls drops substantially after Form IV, with a ratio of 2 boys to 1 girl when they reach Form VI.

Adult illiteracy remains high. According to the 2002 Population census data, literacy rate among age 15+ is 70 per cent (78 per cent for men and 62 per cent for women). Overall, about 28.6 per cent of Tanzanians cannot read and write in any language. There is more illiteracy among women (36 per cent) than men (20.4 per cent). Implementation of the Primary Education Development Programme (PEDP) and the removal of school fees at primary school level played a critical role in raising the enrolment rates in the country.

Despite these noble achievements in the education sector, there are still a number of challenges that have implication to child labor prevention and response efforts. These challenges and weaknesses includes the following:

- i. The target of eliminating illiteracy by 2015 remains challenging, particularly for rural women.
- ii. Safeguarding education standards and quality at all levels by ensuring that an adequate number of teachers are trained and the working facilities are made available to cope with the high enrolment rates.
- iii. Ensuring that children from poor families have guaranteed access to basic primary education by allowing their children to attend school free of charge or any contributions. Management of this provision has remained a challenge, as children in primary schools are still demanded to make contributions in one way or another.
- iv. Limited relevance of education to the local needs in the respective communities. The main challenges in this respect relates to having a better curriculum that provides children attending school with capacity to solve both personal and collective development challenges.
- v. Involvement of the civil society and the private sector more effectively in enhancing their contribution to education.
- vi. The government is in a bid to address gender imbalance in accessing secondary education. That is, the government is on track in attaining gender parity with regard to enrolment of girls and boys at the primary school level while retention rate is also recording remarkable achievements. Also, it continued to implement the Girls Secondary Education Support Project (GSESP), which has been mainstreamed into the PEDP and aims at assisting the education costs for girls from poor families. Also, the girls are provided with scholarships by the SEDP. However, there is lack of transparency in the criteria to access to the resources as it could be followed through councilors at the ward levels.

3.5 Social Cultural Practices

These include the cultural practices that influence gender-biased households' investment decisions against girls. Households' investment decisions, especially in rural areas, favors boys than girls. This leads to weak capability creation on girls, as they are denied education, which is a critical element in capability creation in addition to health. Girls are forced to remain at home early in their tender ages to help their mothers in household chores and in taking care of their siblings. They eventually end up into child labor as domestic workers.

In addition to that, girls and specifically MVC girls are trafficked to urban areas to work in the households of the extended members of the family. Some of these children end up in prostitution as they are often subjected to hardships including long-hours of work, denied food and payment for their work, sexually and physically abused.

Drug trafficking has become a social problem in the country. Increasingly, children from all social classes are being used for drug trafficking. This problem is currently still an urban problem especially in the big cities and municipalities. Measures are still inadequate to address the problem and it is affecting many children especially the disadvantaged and most vulnerable children in the urban areas.

Other problems include Unsupportive or un-protective families due to dysfunctional families. Children such families are forced to engage in child labor due to support themselves and sometimes their siblings. Common causes of a dysfunctional family in Tanzania include households, in which the head or members of the households' are plagued by alcohol or drug

abuse, violence, or sexual abuse.

3.6 Child Trafficking

Trafficking of children refers to recruitment, transportation, transfer, harboring, or receipt of children for the purpose of exploitation. Exploitation includes forcing children into prostitution, or other forms of sexual exploitation, forced labor services, slavery or practices similar to slavery, servitude, or the removal of organs. For children exploitation may also include, illicit international adoption, trafficking for early marriage, recruitment as child soldiers, for begging or as athletes or football players, or for recruitment for cults

Child trafficking in Tanzania is the results of economic hardships and extreme poverty. Parents and relatives send out children to be employed in towns and urban centers. Child trafficking is both internal and external in nature. The little information available suggests that Tanzania is a source and possibly a transit country for children trafficked for forced labor and sexual exploitation to Kenya, South Africa, Europe and the Middle East.

Furthermore, trafficking of children is a result of an unmet demand for cheap, malleable labor in general and, in some specific instances, a demand for young children, especially girls, such as in the fast-growing commercial sex sector.

- i. *Main Features of Human Trafficking in Tanzania:* the prevalent type of trafficking in Tanzania is internal, for exploitation of children in domestic servitude and prostitution. Most of the victims are young children from the rural areas. Dar es Salaam, Arusha and Zanzibar are the main destination areas for trafficking. These children are usually recruited in rural villages with promises of education and job in domestic work by relatives or people respected by their parents. These children are most likely to come from families practicing fostering. The main factors for being a trafficking victim are being a fostered child; attraction for education in urban areas (education in major cities attracts parents from rural areas to send their children to urban areas); being a school drop out or never attended school in the village; and loss of both parents and therefore having to depend upon guardian (whom often have less interest in the provision of the best care to the child)

Inter-country adoption is currently discouraged in Tanzania mainland, since there are no mechanism for screening and legally monitoring the adoption process and, without these in place, children may be at risk of trafficking, sexual exploitation and pornography. There is also very limited data on the nature and extent of commercial sexual exploitation of children in Tanzania. ILO's Rapid Assessments of 2001 and 2003 revealed that most of the children involved in prostitution in the country were girls aged between 9 and 17 years old; over half of the children (five or 55.6 per cent) engaged in prostitution were orphans; and two (22.2 per cent) were living in female-headed households. In terms of protection of child victims, for trials involving sexual offences (e.g. child pornography and prostitution), in camera proceedings are mandatory. The law also prohibits the publication of evidence or details of witnesses.

With regard to child trafficking, there are two main problems that needs to be addressed:

- i. Under the laws of Tanzania, the trafficking of all persons is prohibited, as are child prostitution and pornography. However, current provisions lack precise definitions and do not cover all of the elements and forms of trafficking, prostitution and pornography detailed

either in the Optional Protocol or in other international Protocols. The Government of Tanzania is in the process of reviewing all laws related to the Optional Protocol on the sale of children, child prostitution and child pornography, including acts on marriage and adoption. Tanzania prohibited the sale of children, child prostitution and child pornography under the Mainland Penal Code, as amended.

A national coordination committee has been set up already to ensure the harmonization of domestic laws with international conventions and protocols to which Tanzania was a party and to ensure domestication of the treaties. The committee had already started working on various children's laws. This process needs to be speeded up

- ii. Legal redress is lacking: despite the fact that the trafficking of all persons has been a criminal offence since 1998, no case of trafficking has been brought before the courts to date. However, Tanzania mainland already has an Anti-Trafficking legislation since 2008.

Government efforts to curb trafficking had included advocacy and awareness creation on trafficking issues. The Government, with the support of the International Organization for Migration, had established a support project to combat trafficking, which served to enhance institutional capacity and training for relevant non-governmental organizations, law enforcers, prosecutors and justice service providers.

4 National Responses to Child Labor

4.1 Ratification of Conventions

Tanzania has ratified the UNICEF's CRC, the ILO convention No. 182 on the Elimination of the Worst Forms of Child Labor on September and Convention No. 138 on the Minimum Age for Employment. Ratification of these conventions has helped in the mobilization of international support, mainstreaming of child labor in the Employment and Labor Relations Act No. 6 in 2004 and the 2004 Child Development Policy as well as in the MKUKUTA and other policy documents and strategies. This has also enabled to generate a wave of actions against child labor from both local and international stakeholders to support the government efforts to tackle hazardous labor in the country.

4.2 Launching Implementation of the Time Bound Programme (TBP)

Tanzania was among the first countries to launch the implementation of the IPEC Time Bound Programme (TBP). Implementation of the TBP has contributed to the creation of an enabling environment for the elimination of hazardous child labor in the country. This includes the following:

- i. Formulation and promotion of a strategic programme framework (national child labor strategies) on the WFCL,
- ii. Providing child labor relevant technical inputs in the review and development of relevant national policies and legislations.
- iii. Producing the list of "Hazardous Work"
- iv. Providing technical inputs in the review of PRSP I and in the formulation of the National Strategy for Growth and Reduction of Poverty (MKUKUTA). The Programmes inputs included technical supports to consultations with social partners, partner agencies in the Government and NGOs and UN organizations regarding major issues related to child labor, particularly its worst forms. The NSGRP is considered a very important document that is inclusive of key outcomes and strategies (cluster II) relevant to elimination of worst forms of child labor
- v. Establishing structures regarding management and operationalization of the child labour programme issues and activities at the national and district level. The structures include the National Intersectoral Coordinating Committee (NISCC) and its sub-committees and the district child labor sub-committees. In addition, implementation of the programme provided technical inputs to strengthen the existing capacity on child labor.
- vi. Development of Tools: The project has already developed tools for monitoring and evaluation of its activities in the target districts that are part of the monitoring tools in the TBP districts. In addition, it has initiated piloting tracking and tracing methodologies in Child Domestic Workers in a few districts. Similarly development of Child Labor Monitoring System (CLMS), as part of the local government structure, has made good progress in terms of completing several important phases of its development (consultation, development of CLMS tools and participation in its piloting in one of TBP districts).
- vii. Development of knowledge base and information materials: This includes the completion of the baseline study and attitude survey in 11 TBP districts, technical inputs to the integrated labor force and child labor survey (2001/02) and 2006. In addition to that,

translation of several important documents into Kiswahili and their dissemination at national and district levels. The information is widely used by development partners and research institutes, in Tanzania, USA and several countries in Europe. The translated documents include simplified version of Convention 182, labor law reforms, summary of baseline survey and hazardous list of tasks/jobs for children. Also, substantial number of posters, T-shirts, caps and information materials for advocacy works has been produced for various occasions to raise awareness on child labor and its worst forms at national, district and sub-district levels

- viii. Supporting the national response through three projects implemented in 22 Districts, i.e. 16 districts through ILO support, five districts through WINROCK Tanzania Education Alternative for Children TEACH support and one district through the Urambo Tobacco Sector Project (UTSP).

4.2 Other Initiatives

The Department of Social Welfare (DSW), with support from the UNICEF, in the year 2000, started implementing the MVC program as a pilot program in response to the realization that the number of MVC was increasing. Much of the impetus for the Programme came from the realization that the impact of HIV/AIDS and impoverishment were exacerbating the vulnerability of children and their caregivers. Furthermore the capacity of communities, state actors (Local Government Authorities and Central Government Ministries, Departments, and Agencies MDAs) and other stakeholders (Civil Society Organizations and Faith Based Organization) were inadequate to provide the requisite MVC responses. The program is being scaled up to cover all the districts in the country.

The terminology “most vulnerable children” (MVC) was adopted in recognition that substantial numbers of children in Tanzania are living in desperate conditions, and many of them are not orphaned – though the loss of a parent, and especially a mother, inevitably increases the toll of vulnerability. The Programme is community-based, where communities identified the most vulnerable children in their communities and mobilize the needed support. External support is provided through the Global Fund, PEPFAR, Civil Society Organizations (CSOs), Faith Based Organizations (FBOs) and the Local Government Authorities (LGAs). The programme plays an important role in addressing the issue of child labor generally and worst forms of child labor (WFCL) in particular, as it strives to keep disadvantaged children in school, and in providing social security to address impoverishment among the disadvantaged households at the community level.

The DSW in collaboration with partners is extending social welfare services down to the communities using Para-Social-Workers. The Para-Social Work training program was established in 2007, it is a collaborative venture between donors and social work training agencies in USA and Tanzania. A Para- Social Worker according to the (PSW) program is a staff or volunteer of non-governmental, governmental and/or community organizations who have received training to assist in the delivery of social welfare services. Para-Social Workers may perform a variety of functions, such as: outreach and identification, assessment of needs, provision of on going support and referral of clients to needed services. The pilot stage was completed in 8 districts training 45 district social welfare officers, 520 Para-Social Workers (PSW) and 50 master trainers. Of the PSWs, 70% came from NGO/FBO/CBOs and 30% from government agencies; 45% were MVCC members. The training stresses family based care, community support, and

includes a case management model for orphans and vulnerable children, especially those infected and/or affected by HIV/AIDS.

Government efforts to curb trafficking had included advocacy and awareness creation on trafficking issues. The Government, with the support of the International Organization for Migration, had established a support project to combat trafficking, which served to enhance institutional capacity and training for relevant non-governmental organizations, law enforcers, prosecutors and justice service providers.

Other responses with indirect implications to child labor include the ongoing development of the strategy for vocational skills development in agriculture (SVSDA) by the Vocational Education Training Authority (VETA). The strategy is being developed with the purpose of improving the standard of living of rural communities through increased agricultural productivity, off farm employment creation and enhanced environmental conservation and food safety. The goal is to contribute to the achievement of better life for every Tanzanian as inspired by the Tanzania Development Vision 2025. Implementation of the strategy is also in keeping with Millennium Development Goals. The strategy is intended to achieve three main strategic objectives i.e. increased agricultural productivity, enhanced off farm employment creation and enhanced environmental conservation and food safety. The strategy however is still in draft form pending finalization and approval by the relevant authorized competent government organs.

5 Process Followed in Developing the NPA

This NPA was developed through a consultative process that involved all stakeholders i.e. the government (central and local); the non-profit sector (Civil society organization (CSOs, Faith Based Organizations (FBOs); Trade Unions (TUs) and the Tanzania TUCTA and the private sector through the Association of Tanzania Employers (ATE). The process started with the establishment of Task Force Committee with representatives from key stakeholders, which developed the ‘zero draft of the NAP based on the available information from the desk reviews and national child labor strategies document.

The zero draft was then expanded through additional information and technical inputs from a consultative process that with the stakeholders and three workshops in which stakeholders provided their inputs. A second desk review of key documents obtained from stakeholders, policies and statutes was undertaken to complement the information obtained through the consultative process and to obtain the required statistical data. The final NAP was then submitted to the stakeholders for final validation.

6 Key Issues Addressed, Objectives and Agreed Actions

The national Plan of Action for the Elimination of Child labor is expected to contribute to the achievement of the goals and targets for MDGs, MKUKUTA and the existing international and national conventions and frameworks and statutes concerning prevention and response to the problem of child labor.

6.1 Overall Objectives

To reduce the incidence of child labor and Worst Forms of Child Labor at the **household and community level** and in **all sectors of the national economy** both in **rural** and **urban** areas in the short-run, and putting in place the requisite economic, social, policy and institutional foundations for elimination of all forms of child labor in the longer-term

The overall objective will be realized through the pursuit of the following specific objectives:

- Objective 1.1:** Poverty incidence reduced through implementation of consolidated anti-poverty response and child-sensitive social protection systems including legislative and policy frameworks, institutional capacity and resource allocation to support prevention and response to protection-related risks.
- Objective 1.2** Economic capability strengthening of the disadvantaged and chronically poor households undertaken to reduce the need to supply child labor in the labor market
- Objective 2** Strengthening protections and response against child abuse, violence and exploitation by building national capacity to enforce legislative measures and implementation of relevant child protection policy interventions and Programs
- Objective 3.1:** Policies, legislation, and programs in the area of social protection are in place to reach all children and families, in particular the most vulnerable or excluded, and do not inadvertently expose them to protection risks
- Objective 3.2** Adequate resources allocated for Social Provisioning (Social insurance) generally and specifically to Prevention and Response to WFCL
- Objective 4.1** Mechanisms for ensuring availability, access and adherence, improved quality and relevance of basic education strengthened
- Objective 4.2** Children aged 15 and above in all parts of the country, particularly in deprived communities, have access to quality post-basic education and training
- Objective 4.3** Alternative forms of education are available to all out-of-school children, particularly in the most deprived areas, and children withdrawn from the WFCL are able to access the available services
- Objective 5.1** Clear institutional arrangements are in place to identify, withdraw, rehabilitate and socially integrate children engaged in unconditional WFCL and prevent others from becoming involved
- Objective 5.2** Public Awareness raised and Social Mobilization Campaigns Against Child Labor (CL) and Worst Forms of Child Labor (WFCL) enhanced to address social-cultural related determinants of child labor

- Objective 6** Mechanisms for prevention and responding to child trafficking are available and strengthened
- Objective 7** Monitoring and Evaluating the Child labor Elimination Interventions processes or Responses as well as outputs from main activities and outcomes of prevention and responses to WFCL
- Objective 8** Ensuring that stakeholders are committed to implement the Plan of Action and the needed resources are allocated by identifying the actor for each set of activities

Key Issue 1: Poverty Alleviation

Tanzania is unlikely to achieve the MDGs in the areas of poverty reduction, malnutrition, maternal health, improving life in slums, environment and decent employment, especially among the youth, unless new initiatives are taken to change the current trends. Hunger and malnutrition challenges have been aggravated by the current global food price increase. Combating HIV/AIDS, malaria and related diseases and efforts to attain environmental sustainability is still a major challenge. Responses need to be stepped up above current trends if the targets are to be achieved by 2015.

Objective 1.1

Poverty incidence reduced through implementation of consolidated anti-poverty response and including legislative and policy frameworks, institutional capacity and resource allocation to support prevention and response to protection-related risks especially at the local government level.

Issue 1.1: Poverty Alleviation Efforts and their implications and Economic Capacity Building and Equity and Elimination of Child labor Challenges

Inadequate interventions to address the challenges of poverty eradication manifested in the following four main areas:

- i. First, the challenge of raising the level of growth to 8-10 percent and ensuring that investments by the local people contributes significantly to this growth.
- ii. Second, to recognize that translating growth into poverty reduction is not automatic. The outcome is influenced by the quality of growth and the distribution of the growth benefits. The challenge has been on how to stimulate economic growth and on making growth broadly shared through measures to create employment and ensure equity.
- iii. Third, equity is an important ingredient for growth and for addressing impoverishment and associated protection-related risks including child labor. In order to ensure equity, the large income disparities between rural and urban areas as well as between regions and between households have to be addressed through legislative and policy frameworks, strengthening institutional capacity and increasing resource allocation to support prevention and response to protection-related risks due to poverty
- iv. There have been inadequate responses to building the economic capability of the disadvantaged and chronically poor households. Interventions in this area have shown to be effective in reducing the need to supply child labor to the labor market and to enhance equity in economic participation of both young men and women.

Action to be undertaken
Provide market incentives at the local government level (tax relief and tax exception schemes, and subsidies, especially for activities with comparative advantage in the district) and access to land to the local investors to improve the visibility and increased role of private sector, to widen the presence of local participants in the national economic and social activities;

Local governments develop dynamic priority areas for allocation of its resources and for supporting local private activities and investments

Central government to design and implement measures to address disparities in socio-economic development, income disparities between rural and urban areas as well as between regions and between households In the next phase of Poverty Reduction Strategy

Formulation of strategic plans at the local government level (LGAs) for effective implementation of the government Mini Tiger 2020 Plan with the aim to increasing the rate of economic growth and the per capita income including job opportunities at that level.

LGA supporting local investors to access the Bank of Tanzania (BOT) facility for guaranteeing Small and Medium Enterprises (SMEs) when seeking loans from financial institutions as part of the policy of empowerment of Tanzanians to enable them participate in various economic activities and promotion of entrepreneurship

Public investments in the form of public investment programs on their own or in partnership with the private sector;

Human resource development in the form of knowledge and skill development for the disadvantaged and poor people;

Institutional capacity development (through training) that is appropriate for managing a functioning labor market at the local government level

Speeding up the planned establishment by the government, of the Women Development Bank in order to empower women access to affordable credit for establishing micro-economic activities and extending services of such a facility to serve the employment needs of youth will be an important step towards addressing youth unemployment. This includes establishment of branches of this bank in each of the districts

Establishing and expanding credit provision to economic cooperative societies for the disadvantaged people including the youth through central government financial subventions and increased LGAs budget allocation to the same

Lead: Ministry responsible for planning

Collaborating Agencies: Ministry Responsible for Local Governments, the LGAs, Other Ministries, the Private Sector, CSOs and FBOS and Development partners

Objective 1.2

Economic capability strengthening of the disadvantaged and chronically poor households undertaken to reduce the need to supply child labor in the labor market

Issue 1.2: Employment Generation and Economic Capacity Building

Main Activities

Central government in collaboration with the local governments provide “GRANTS” i.e. old age pension to old people and child support grant to the MVC and or households caring for MVC

Establish and income generation fund at the local authority to facilitate access to credit by the economic groups

Identify MVC caregivers, chronically poor households, and very poor communities and facilitate formation of economic groups

Provide the groups with GRANTS and or CREDIT for establishing income generating activities

Subsidizing farm implements and agricultural inputs through the local authorities

Enforcing implementation of minimum wage schemes and labor standards at all levels i.e. household, community, and enterprises

Lead Agency: Ministry Responsible for Local Governments

Collaborating agencies: Ministry of Finance, Local Government Authorities (LGAs), Banks, CSOs and FBOs

Key Issue 2: Legal Framework

Objective 2

Strengthening protection and response against child abuse, violence and exploitation by building national capacity to enforce legislative measures and implementation of relevant child protection policy interventions and Programs

Issue 2: Child Protection Legislative Environment

Main Activities

Finalizing and approving the Child Bill

Employing and deploying adequate human resources i.e. labor officers both at National and District or Local Government levels

Mentoring the labor officers to increase the capacity to investigate, and prosecute cases of child labor

Establish a department of labor in the local government system

Establishment of a child protection unit in the department of social welfare (DSW) and in the LGA systems

Allocating sufficient financial resources for enforcement of child protection at the LGA level

Sensitization of the law enforcement organs on Child Labor Legislation, agency role and responsibility, and mechanisms for dealing with Child labor issues including investigation and prosecution of child labor issues

Developing and adopting training materials and programs for law enforcement agencies to increase their competence to seek and prosecute adults using children or benefiting from children's illegal activities

Extending the role and mandate of Labor officers to investigate and prosecute Human Trafficking that involves children

Organizing periodic reviews of Child Labor related legislations to enable Minister make regulations to prohibit, or place new conditions on, the employment of children under 18 years of age the as provided in the Employment and Labor Relations Act No. 6 of 2004

Printing and widely distributing the simplified Employment and Labor Relations Act No. 6 of 2004, in Swahili version as well as English version

Mainstreaming child protection (protection against abuse, violence and exploitation) into the Most Vulnerable Children programme at the District and Community levels, including the identification, withdrawal, rehabilitation and social integration of children engaged in Child labor and in Worst Forms of Child Labor

Lead Agency: Department of Labor, Ministry responsible for Labor

Collaborating Agencies: Ministry of Community Development, Gender and Children (MCDGC), Department of Social Welfare (DSW), Ministry of Health and Social Welfare, PMO-RALG, CSOs and FBOs and Development Partners

Key Issue 3: Social Protection and Related Child Labor Policy Issues and Resource Allocation

Worst Forms of Child Labor (WFCL) has been partly driven by weak capacity in the implementation of social policy and child-sensitive social protection strategies enshrined in the MKUKUTA and relevant provisions in the sectoral social policies and statutes. Consequently, poverty driven child protection issues such as dropping out of school, child abandonment and neglect by biological parents, and subsequent risks of early pregnancies, child abuse, violence and exploitation, and other problems such as risk to the effect and impact of HIV and AIDS, and dug abuse, are yet to be adequately addressed and have contributed to the increase of (WFCL).

Objective 3.1

Policies, legislation, and programs in the area of social protection are in place to reach all children and families, in particular the most vulnerable or excluded, and do not inadvertently expose them to protection risks.

Issue 3.1: Inadequate capacity of Social Protection responses to address the problem of Worst Forms of Child labor

Child labor in Tanzania is closely associated with the failure and or weak capacity to provide comprehensive social protection. If implemented well, social protection prevents and responds to protection risks faced by children. Social protection systems should be designed to: address inequalities and enhance access to basic services of all children and adolescents; mitigate poverty on families; strengthen families in their child care role; and provide special services to children who live outside a family environment.

Action to be undertaken

Review/develop child-sensitive social protection systems including legislative and policy frameworks, institutional capacity and resource allocation to implement:

Social Policies: legislation, policies and regulations that protect families' access to resources and employment and support them in their child care role, including maternity and paternity leave, inheritance rights and anti-discrimination legislation.

Statutory Social Transfers: regular, contributory and non-contributory disbursements (cash or in-kind) from governments or NGOs to individuals or households that are proven to live in destitution and or are likely to be impoverished.

Social Welfare Services: family and community services to support families and promote youth and adult employment; alternative care for children outside family environments; and additional measures to enable all children to access basic services and entitlements.

Lead Agency: Department of Labor, Ministry responsible for Labor

Collaborating Agencies: Ministry of Community Development, Gender and Children (MCDGC), Department of Social Welfare (DSW), Ministry of Health and Social Welfare, PMO-RALG, CSOs and FBOs and Development Partners

Objective 3.2

Adequate resources allocated for social provisioning (Social insurance) generally and specifically to Prevention and Response to WFCL.

Issue 3.2: Inadequate resources allocated for social provisioning (Social insurance) generally and specifically to Prevention and Response to WFCL. The ILO (2008)⁵ study shows that the non-contributory social assistance programs are severely under-funded with less than 0.5 percent of the GDP contributed by the government and another 0.5 per cent contributed by national and international NGOs.

⁵ Tanzania mainland Social Protection Expenditure and Performance Review and Social Budget Report (2008)

Action to be undertaken:

Mainstreaming Child labor in the central government and local government budget guidelines, Medium Term Expenditure Frameworks (MTEF) and sectoral and LGAs strategic plans

Government in collaboration with stakeholders, design and implement a minimum package of universally acceptable benefits – targeted social assistance, a universal old age pension, and a child benefit scheme.

Lead Agency: President's Office, Planning and Privatization

Collaborating Agencies: Ministry responsible for Labor, Ministry of Community Development, Gender and Children (MCDGC), Department of Social Welfare (DSW), Ministry of Health and Social Welfare, PMO-RALG, CSOs and FBOs and Development Partners

Key Issue 4: Availability, Access, Quality and Relevance of Education

Increased availability of schools providing basic education have generally improved gross and net enrollment but have inadequately addressed the non-fee cost related access constraints among the disadvantaged groups; the quality of basic education and its relevance

Objective 4.1

Mechanisms for ensuring availability, access and adherence, improved quality and relevance of basic education strengthened

Issue 4.1: Despite noble achievements in the education sector in terms of availability of basic education schools, and increased gross and net enrollment rates, there are still a number of challenges that have implication to child labor prevention and response efforts. These challenges and weaknesses include constrained access due to none-fee related costs, poor quality and negatively perceived relevance of basic education. The 2007 dropout statistics shows that the main cause for dropout in basic education is truancy (76%); followed by other factors (15.6), and pregnancy (5.5%) and lack of school needs (3.8%).

Main Activities to be undertaken

Central government in collaboration with local governments and local communities to provide basic and complementary inputs and resources to the primary schools, community secondary schools and COBET classes

Enforcing the compulsory schooling enrolment and attendance requirement by prosecuting/punishing parents whose children are not enrolled, have dropped out of school, or are not regularly attending school

Implement school feeding programs in all primary schools in the food insecure areas or during periods of the year with food insecurity to encourage enrolment, and attendance

Eliminating unnecessary costs that deter attendance e.g. school contributions, etc. etc.

Develop/Adapt/Undertake periodic curriculum review to improve the quality and relevance of education

Banishing work at school unrelated to learning (Helping teachers, generating income for the school, contributing towards building the school etc) by passing bylaws at a local authority level

Provide adequate funding for school maintenance of school buildings, municipal services and utilities, and learner support materials

Training and recruiting more teachers in primary schools to increase the Pupil teachers level from the current 54%

Lead Agency: Ministry of Education and Vocational Training

Collaborating Agencies: Ministry of Community Development, Gender and Children (MCDGC), Department of Social Welfare (DSW), Ministry of Health and Social Welfare, PMO-RALG, CSOs and FBOs and Development Partners

Objective 4.2

Children aged 16 and above in all parts of the country, particularly in deprived communities, have access to quality post-basic education and training

Issue 4.2: The number of primary school leavers selected for secondary education from both public and private schools has increased from 15.4% in 1990 to 57.5 in 2007. Vocational skills training are therefore needed for those who do not get the opportunity for continuing with post primary school education.

Actions to be undertaken

Expanding opportunities for vocational education in both urban and rural areas through the establishment of community vocational education centers

Finalizing and approving the strategy for vocational skills development in agriculture (SVSDA) being developed by the Vocational Education Training Authority (VETA)

Continued expansion of the community secondary schools to hold more students as a transition towards making secondary education compulsory for all children

Lead Agency: Ministry of Education and Vocational Training

Collaborating Agencies: Ministry of Community Development, Gender and Children (MCDGC), Department of Social Welfare (DSW), Ministry of Health and Social Welfare, PMO-RALG, CSOs and FBOs and Development Partners

Objective 4.3

Alternative forms of education are available to all out-of-school children, particularly in the most deprived areas, and children withdrawn from the WFCL are able to access the available services

Issue 4.3: The number of school dropouts has increased by 63% in the last six years from 6,073 in 2003 to 16,212 in 2007. These children are more likely to be engaged in the WFCL. The alarming increase in the number of school dropout calls for among other things interventions to prevent, withdrawal and rehabilitation and social integration of those engaged in WFCL.

Action to be undertaken:

Same actions as 4.2 above

Key Issue 5: Withdrawal, rehabilitation and social integration

Objective 5.1

Clear institutional arrangements are in place to identify, withdraw, rehabilitate and socially integrate children engaged in unconditional WFCL and prevent others from becoming involved

Issue 5.1: Available evidence shows that due to the impact of poverty and HIV and AIDS a girl child faces special problems of commercial sex exploitation (CSEW) and as child domestic workers (CDW). Children are enticed to go to work in urban areas with the promises of a better life than the rural life but end up as CDW or CSEW. WFCL also are common in commercial agriculture, in mining, fishing industry and in the informal activities in urban areas.

Actions to be undertaken

Develop/Adapt/Periodic Review – standard protocols, procedures, and guidelines for dealing with child domestic workers, child sex workers, children working in mines, fishing industry and in subsistence and commercial agriculture.

Reporting prevention and progress to established forums such as the MVCC and the implementing partner group at the National level as well as the MVC steering and technical committees at the national level

Social Partners and Stakeholders i.e. Employers & Worker Organizations, Non Governmental & Faith Based Organizations, carrying out, identification, withdrawal, rehabilitation and social integration activities

Providing alternative support for alternative income opportunities

Lead Agency: Ministry responsible for labor

Collaborating Agencies: Ministry of Community Development, Gender and Children (MCDGC), Department of Social Welfare (DSW), Ministry of Health and Social Welfare, PMO-RALG, CSOs and FBOs and Development Partners

Objective 5.2

Public Awareness raised and Social Mobilization Campaigns Against Child Labor (CL) and Worst Forms of Child Labor (WFCL) enhanced to address social-cultural related determinants of child labor

Issue 5.2: Incidence of WFCL is also influenced by traditions and cultural practices that promote the contribution of children to the household's earnings.

Main Activities to be undertaken

Developing a national awareness-raising campaign to promote understanding and implementation of measures against Child Labor (CL) and Worst Forms of Child Labor (WFCL) and Child Rights

Sustainable implementation of the awareness rising campaign national-wide reaching households, communities, enterprises, FBOs and CSOs

Establishing a national-wide, community-based, community-owned monitoring system for Child Rights that includes mandatory registration of child movement at the place of origin and at final destination. The information should include reasons for traveling and identity of the person accompanying the child (This practice is already practiced in Iringa to address trafficking of Child Domestic Workers)

Lead Agency: Department of Labor, Ministry responsible for Labor

Collaborating Agencies: Ministry of Community Development, Gender and Children (MCDGC), Department of Social Welfare (DSW), Ministry of Health and Social Welfare, PMO-RALG, CSOs and FBOs and Development Partners

Key Issue 6: Child Trafficking

Objective 6

Mechanisms for prevention and responding to child trafficking are available and strengthened

Main Activities to be undertaken

Develop/adopt/review legislation for prevention and responding to child trafficking and providing precise definitions to cover all of the elements and forms of trafficking, prostitution and pornography as detailed in the Human Trafficking Optional Protocol or in other international Protocols

Lead Agency: Ministry of Justice and Constitutional affairs

Collaborating agencies: Ministry of Community Development, Gender and Children (MCDGC), Department of Labor, Ministry responsible for Labor and Department of Social Welfare (DSW), Ministry of Health and Social Welfare,

Key Issue 7: Monitoring and Evaluation

Objective 7

Monitoring and Evaluating the Child labor Elimination Interventions processes or Responses as well as outputs from main activities and outcomes of prevention and responses to WFCL

Issues:

TBP Impact Assessment and Documentation of best Practices:

Useful methods, approaches and good practices in tackling and eliminating worst form of child labor, demonstrated by the TBP program, needs to be documented. This is important for replication in other districts in the country in the process the scaling up as the TBP comes to an end in 2010. The TBP used the district model or framework where the district was used as a point of intervention. The Ministry of Labor and Youth Development could use that model as a tool for scaling up coordination and Monitoring and evaluation of WFCL interventions.

An effective monitoring and evaluation system to monitor the implementation of activities, evaluate the impacts of the programme, and keep track of progress in tackling WFCL is critical in ensuring intervention outputs, outcomes and impacts are realized and sustained

Main Activities to be undertaken

Documenting the useful methods, approaches and good practices in tackling and eliminating worst form of child labor, demonstrated by the TBP program

Implementing the Designed Child labor Monitoring and Evaluation System developed by Department of Labor in collaboration with stakeholders

Linking the Monitoring and Evaluation indicators to the Poverty Monitoring Systems in the country by harmonizing the indicators from the two monitoring and evaluation systems

Lead Agency: Ministry responsible for Labor

Collaborating agencies: Ministry of Community Development, Gender and Children (MCDGC), Department of Labor, Ministry responsible for Labor and Department of Social Welfare (DSW), Ministry of Health and Social Welfare

Key Issue 8: Securing Stakeholder Commitment and Ensuring the NAP is implemented

Objective 8

Ensuring that stakeholders are committed to implement the NPA and the needed resources are allocated

Main Activities to be undertaken

Conducting a buy in process through dialoguing with government MDAs, the CSOs and the development partners to secure their commitment to implement the activities and allocate the needed resources

Costing the NPA

Piloting NPA implementation in selected six districts where the Child labor Monitoring System will be piloted

Designing a Role-Out-Plan to meet the 2015 Targets

Lead Agency: Ministry responsible for Labor

Collaborating Agencies: Ministry of Community Development, Gender and Children (MCDGC), Department of Labor, Ministry responsible for Labor and Department of Social Welfare (DSW), Ministry of Health and Social Welfare, ILO and other development partners and the Civil Society Organizations (CSOS)

Logical framework MATRIX

Intervention logic	Objectively Verifiable indicators	Means of verification	Important Assumptions
GOAL: To eliminate all forms of child labor and Worst Forms of Child labor in the country	Achievement of the MKUKUTA target of reducing child labor from 25% (2001/2002) to less than 10% in 2010	Integrated Labor Force Survey Poverty Monitoring Indicators	Sound Macroeconomic policies and their effective implementation Commitment of various stakeholders to support the national development efforts and poverty reduction strategies

Intervention logic	Objectively Verifiable indicators	Means of verification	Important Assumptions
PURPOSE: To eliminate child labor and Worst Forms of Child Labor at the <i>household level</i> , <i>community level</i> and in <i>all sectors of the national economy</i> both in <i>rural</i> and <i>urban</i> areas	Increase enrollment rates in primary schools and decreased drop-out ratios in Primary schools, Increased learning achievement (proportion of girls and boys passing exams; selection for secondary education) Increased proportion of primary school leavers who are provided with economic capacity building alternatives immediately after leaving primary education The proportion of children that are identified working in child labor or worst forms of child labor and withdraw The proportion of children withdrawn from CL and from WFCL that have been rehabilitated and provided with alternatives including integration in the school system and or vocation education and economic capacity strengthening	1. District Education Reports 2. Basic Education Statistics 3. District Annual Development Reports	Availability of resources (Financial and Human) to address the systemic problems in the education sector; improve labor inspectorate department) Availability of resources and commitment of stakeholders to provide economic capacity building alternatives for primary school leavers and children rehabilitated from child labor and from the Worst Forms of Child Labor)
OUTPUTS/Expected Results			
1.1 Poverty incidence reduced through implementation of consolidated anti-poverty response and including legislative and policy frameworks, institutional capacity and resource allocation to support prevention and response to protection-related risks especially at the local government level.	The MKUKUTA Costed Activities in each sector financed and implemented Gradual increment in the central and local governments development budgets Labor saving agricultural implements provided by the local governments in collaboration with the local governments Market incentives at the local government level (tax relief and tax exception schemes, and subsidies provided; Local governments' development priority identified	Budget Guidelines Sector and Local government Medium Term Expenditure Reviews (MTEFs) Poverty Monitoring Indicators Public Expenditure Reviews	Consistent Government commitment and political will to pursue and implement policies geared towards economic growth and alleviation of poverty

Intervention logic	Objectively Verifiable indicators	Means of verification	Important Assumptions
	Measures to address disparities in socio-economic development, income disparities between rural and urban areas as well as between regions and between households included in the next Poverty Reduction Strategy Strategic plans the implementation of the government Mini Tiger 2020 Plan formulated by the LGAs. Local investors accessing the Bank of Tanzania (BOT) facility for guaranteeing Small and Medium Enterprises (SMEs) Public investments in partnership with the private sector undertaken Skill development programs for the disadvantaged and poor people implemented by the LGAs; The Women Development Bank established with branches in all districts Credit/Grants provided to economic cooperative societies for the disadvantaged people including the youth through central government financial subventions and increased LGAs budget allocation to the same		
Main Activities Provide market incentives at the local government level (tax relief and tax exception schemes, and subsidies, especially for activities with comparative advantage in the district) and access to land to the local investors to improve the visibility and increased role of private sector, to widen the presence of local participants in the national economic and social activities; Local governments develop dynamic priority areas for allocation of its resources and for supporting local private activities and investments Central government to design and implement measures to address disparities in socio-economic development, income disparities between rural and urban areas as well as between			

Intervention logic	Objectively Verifiable indicators	Means of verification	Important Assumptions
regions and between households In the next phase of Poverty Reduction Strategy Formulation of strategic plans at the local government level (LGAs) for effective implementation of the government Mini Tiger 2020 Plan with the aim to increasing the rate of economic growth and the per capita income including job opportunities at that level. LGA supporting local investors to access the Bank of Tanzania (BOT) facility for guaranteeing Small and Medium Enterprises (SMEs) when seeking loans from financial institutions as part of the policy of empowerment of Tanzanians to enable them participate in various economic activities and promotion of entrepreneurship Public investments in the form of public investment programs on their own or in partnership with the private sector; Human resource development in the form of knowledge and skill development for the disadvantaged and poor people; Institutional capacity development (through training) that is appropriate for managing a functioning labor market at the local government level Speeding up the planned establishment by the government, of the Women Development Bank in order to empower women access to affordable credit for establishing micro-economic activities and extending services of such a facility to serve the employment needs of youth will be an important step towards addressing youth unemployment. This includes establishment of branches of this bank in each of the districts Establishing and expanding credit provision to economic cooperative societies for the disadvantaged people including the youth through central government financial subventions and increased LGAs budget allocation to the same Lead: Ministry responsible for planning Collaborating Agencies: Ministry Responsible for Local Governments, the LGAs, Other Ministries, the Private Sector, CSOs and FBOS and Development Partners			
1.2 Economic capability strengthening of the disadvantaged and chronically poor households undertaken to reduce the need to supply child labor in the labor market	% of old people, disadvantaged people including the MVC receiving social grants Number of economic groups receiving grants and soft loans from local authorities for investing in income generating activities Labor saving farm implements subsidized Minimum wage scheme observed at all levels i.e. household, community, and enterprises	Annual local governments' budget reports Local Authorities' budgets National Budget guidelines Poverty monitoring indicators	1. Funds availability 2. Consistent Government commitment and political will to pursue and implement policies geared towards economic growth and alleviation of poverty

Intervention logic	Objectively Verifiable indicators	Means of verification	Important Assumptions
Main Activities Central government in collaboration with the local governments provide “GRANTS” i.e. old age pension to old people and child support grant to the MVC and or households caring for MVC Establish and income generation fund at the local authority to facilitate access to credit by the economic groups Identify MVC caregivers, chronically poor households, and very poor communities and facilitate formation of economic groups Provide the groups with GRANTS and or CREDIT for establishing income generating activities Subsidizing farm implements and agricultural inputs through the local authorities Enforcing implementation of minimum wage schemes and labor standards at all levels i.e. household, community, and enterprises Lead Agency: Ministry Responsible for Local Governments, Collaborating agencies: Ministry of Finance, Local Government Authorities (LGAs), Banks, CSOs and FBOs,			
2 Strengthening protection and response against child abuse, violence and exploitation by building national capacity to enforce legislative measures and implementation of relevant child protection policy interventions and Programs	Child Bill Finalized and Child Act in place Adequate number of labor officers available both at National and District or Local Government levels Labor officers mentoring activities undertaken Department of labor in the local government system established as one of the statutory departments A child protection unit in the department of social welfare (DSW) and in the LGA systems established Budget estimates for enforcement of child protection at the LGA level fully financed Capacity building training programs for law enforcement officers on Child Labor Legislation, agency role and responsibility, and mechanisms for dealing with Child labor issues including investigation and prosecution of child labor issues undertaken Training materials and programs for law enforcement agencies to increase their competence to seek and	Child Labor Monitoring Reports Ministerial Performance Reports	Government continued commitment to implement the international conventions

Intervention logic	Objectively Verifiable indicators	Means of verification	Important Assumptions
	prosecute adults using children or benefiting from children's illegal activities developing and adopted Statutes providing labor officers the mandate to investigate and prosecute Human Trafficking that involves children Child Labor related legislations periodically reviewed Simplified Employment and Labor Relations Act No. 6 of 2004, in Swahili version as well as English version printed and widely distributed Child protection (protection against abuse, violence and exploitation) mainstreamed into the Most Vulnerable Children programme at the District and Community levels, including the identification, withdrawal, rehabilitation and social integration of children engaged in Child labor and in Worst Forms of Child Labor		
Main Activities Finalizing and approving the Child Bill Employing and deploying adequate human resources i.e. labor officers both at National and District or Local Government levels Mentoring the labor officers to increase the capacity to investigate, and prosecute cases of child labor Establish a department of labor in the local government system Establishment of a child protection unit in the department of social welfare (DSW) and in the LGA systems Allocating sufficient financial resources for enforcement of child protection at the LGA level Sensitization of the law enforcement organs on Child Labor Legislation, agency role and responsibility, and mechanisms for dealing with Child labor issues including investigation and prosecution of child labor issues Developing and adopting training materials and programs for law enforcement agencies to increase their competence to seek and prosecute adults using children or benefiting from children's illegal activities			

Intervention logic	Objectively Verifiable indicators	Means of verification	Important Assumptions
Extending the role and mandate of Labor officers to investigate and prosecute Human Trafficking that involves children Organizing periodic reviews of Child Labor related legislations to enable Minister make regulations to prohibit, or place new conditions on, the employment of children under 18 years of age the as provided in the Employment and Labor Relations Act No. 6 of 2004 Printing and widely distributing the simplified Employment and Labor Relations Act No. 6 of 2004, in Swahili version as well as English version Mainstreaming child protection (protection against abuse, violence and exploitation) into the Most Vulnerable Children programme at the District and Community levels, including the identification, withdrawal, rehabilitation and social integration of children engaged in Child labor and in Worst Forms of Child Labor Lead Agency: Department of Labor, Ministry responsible for Labor Collaborating Agencies: Ministry of Community Development, Gender and Children (MCDGC), Department of Social Welfare (DSW), Ministry of Health and Social Welfare, PMO-RALG, CSOs and FBOs and Development Partners			
3.1 Policies, legislation, and programs in the area of social protection are in place to reach all children and families, in particular the most vulnerable or excluded, and do not inadvertently expose them to protection risks	Social Provisions for the disadvantaged statutory guaranteed Budget guidelines aligned to MKUKUTA Social provision priorities in each of the Sectoral Ministries and LGAS Medium Term Expenditure Frameworks (MTEFs) and annual budgets reflecting social provision priorities Number of MDAs and local government authorities undertaking public resource tracking studies every year and reports produced and made public	1. Ministerial Reports 2. National and Local Governments Budget guidelines 3. MDAs and Local governments' Medium Term Expenditure Frameworks (MTEFs) and annual budgets 4. MDAs and Local Governments Public Expenditure review reports	Consistent Government commitment and political will to pursue and implement policies geared towards social protection priorities
Main Activities Review/develop child-sensitive social protection systems including legislative and policy frameworks, institutional capacity and resource allocation to implement: Social Policies: legislation, policies and regulations that protect families' access to resources and employment and support them in their child care role, including maternity and paternity leave, inheritance rights and anti-discrimination legislation.			

Intervention logic	Objectively Verifiable indicators	Means of verification	Important Assumptions
Statutory Social Transfers: regular, contributory and non-contributory disbursements (cash or in-kind) from governments or NGOs to individuals or households that are proven to live in destitution and or are likely to be impoverished. Social Welfare Services: family and community services to support families and promote youth and adult employment; alternative care for children outside family environments; and additional measures to enable all children to access basic services and entitlements. Lead Agency: Department of Labor, Ministry responsible for Labor Collaborating Agencies: Ministry of Community Development, Gender and Children (MCDGC), Department of Social Welfare (DSW), Ministry of Health and Social Welfare, PMO-RALG, CSOs and FBOs and Development Partners			
3.2 Adequate resources allocated for social provisioning (Social insurance) generally and specifically to Prevention and Response to WFCL.	Social Provisioning mainstreamed in the national and LGAs budget guidelines, MTEFs, and strategic plans a minimum package of universally acceptable benefits – targeted social assistance, a universal old age pension, and a child benefit scheme.	Public Expenditure Reviews, MTEFs and Sectoral and LGAs strategic plans	Government and stakeholders commitment to the implementation of social protection measures in the country
Action to be undertaken: Mainstreaming Child labor in the central government and local government budget guidelines, Medium Term Expenditure Frameworks (MTEF) and sectoral and LGAs strategic plans Government in collaboration with stakeholders, design and implement a minimum package of universally acceptable benefits – targeted social assistance, a universal old age pension, and a child benefit scheme. Lead Agency: President's Office, Planning and Privatization Collaborating Agencies: Ministry responsible for Labor, Ministry of Community Development, Gender and Children (MCDGC), Department of Social Welfare (DSW), Ministry of Health			

Intervention logic	Objectively Verifiable indicators	Means of verification	Important Assumptions
4.3 Mechanisms for ensuring availability, access and adherence, improved quality and relevance of basic education strengthened	Adequate basic and complementary inputs and resources available in all the primary schools, community secondary schools and COBET classes Parents whose children are not enrolled, have dropped out of school, or are not regularly attending school prosecuting/punishing School feeding in all primary schools in the food insecure areas or during periods of the year with food insecurity provided Unnecessary costs that deter attendance e.g. school contributions, completely eliminated Curriculum developed/adapted and periodically review to improve the quality and relevance of education Work at school that unrelated to learning completely banished Adequate funding for maintenance of school buildings, municipal services and utilities, and learner support materials provided Pupil teachers ration improved from the current (54%) level	Basic Education Statistics (BEST) Child labor monitoring reports Poverty Monitoring indicators Department of Labor annual implementation reports Child labor law reviews	Consistent Government commitment and political will to build human capabilities in the country through provision of education and skill training Partners commitment and continued support of the government efforts in this area

Intervention logic	Objectively Verifiable indicators	Means of verification	Important Assumptions
Main Activities: Central government in collaboration with local governments and local communities to provide basic and complementary inputs and resources to the primary schools, community secondary schools and COBET classes Enforcing the compulsory schooling enrolment and attendance requirement by prosecuting/punishing parents whose children are not enrolled, have dropped out of school, or are not regularly attending school Implement school feeding programs in all primary schools in the food insecure areas or during periods of the year with food insecurity to encourage enrolment, and attendance Eliminating unnecessary costs that deter attendance e.g. school contributions, etc. etc. Develop/Adapt/Undertake periodic curriculum review to improve the quality and relevance of education Banishing work at school unrelated to learning (Helping teachers, generating income for the school, contributing towards building the school etc) by passing bylaws at a local authority level Provide adequate funding for school maintenance of school buildings, municipal services and utilities, and learner support materials Training and recruiting more teachers in primary schools to increase the Pupil teachers level from the current 54% Lead Agency: Ministry of Education and Vocational Training Collaborating Agencies: Ministry of Community Development, Gender and Children (MCDGC), Department of Social Welfare (DSW), Ministry of Health and Social Welfare, PMO-RALG, CSOs and FBOs and Development Partners			
4.3 Children aged 16 and above in all parts of the country, particularly in deprived communities, have access to quality post-basic education and training	Number of community vocational education centers established in each District The strategy for vocational skills development in agriculture (SVSDA) being developed by the Vocational Education Training Authority (VETA), approved and operational Increased capacity of community secondary schools to hold more students	Basic Education Statistics (BEST) Child labor monitoring reports Poverty Monitoring indicators Department of Labor annual implementation reports Child labor law reviews	Continued commitment of the government and education stakeholders to increase the availability of schools providing basic and secondary education as well as vocational education and dedication to improvement of the quality of education offered in the country

Intervention logic	Objectively Verifiable indicators	Means of verification	Important Assumptions
Main Activities Expanding opportunities for vocational education in both urban and rural areas through the establishment of community vocational education centers Finalizing and approving the strategy for vocational skills development in agriculture (SVSDA) being developed by the Vocational Education Training Authority (VETA) Continued expansion of the community secondary schools to hold more students as a transition towards making secondary education compulsory for all children Lead Agency: Ministry of Education and Vocational Training Collaborating Agencies: Ministry of Community Development, Gender and Children (MCDGC), Department of Social Welfare (DSW), Ministry of Health and Social Welfare, PMO-RALG, CSOs and FBOs and Development Partners			
4.3 Alternative forms of education are available to all out-of-school children, particularly in the most deprived areas, and children withdrawn from the WFCL are able to access the available services and their movements monitored	Same as under 3.2 above	Basic Education Statistics (BEST) Child labor monitoring reports Poverty Monitoring indicators Department of Labor annual implementation reports Child labor law reviews	Stakeholder sustained efforts to prevent and respond to WFCL Consistent Government commitment and political will to build human capabilities in the country through provision of education and skill training Partners commitment and continued support of the government efforts in this area
Actions to be undertaken Same as under 3.2			
5.1 Clear institutional arrangements are in place to identify, withdraw, rehabilitate and socially integrate children engaged in unconditional WFCL and prevent others from becoming	Standard protocols, procedures, and guidelines for dealing with child domestic workers, child sex workers, children working in mines, fishing industry and in subsistence and commercial agriculture developed adapted and periodically Review Progress reported to established forums such as the MVCC	Basic Education Statistics (BEST) Child labor monitoring reports Poverty Monitoring indicators	Consistent Government commitment and political will to build human capabilities in the country through provision of education and skill training

Intervention logic	Objectively Verifiable indicators	Means of verification	Important Assumptions
involved	District/Ward/Community levels and the MVC implementing partner group (IPG) at the National level as well as the MVC steering and technical committees at the national level Identification, withdrawal, rehabilitation and social integration activities undertaken by social partners and stakeholders, alternative support for alternative income opportunities provided	Department of Labor annual implementation reports Child labor law reviews	Partners commitment and continued support of the government efforts in this area
Develop/Adapt/Periodic Review – standard protocols, procedures, and guidelines for dealing with child domestic workers, child sex workers, children working in mines, fishing industry and in subsistence and commercial agriculture. Reporting prevention and progress to established forums such as the MVCC and the implementing partner group at the National level as well as the MVC steering and technical committees at the national level Social Partners and Stakeholders i.e. Employers & Worker Organizations, Non Governmental & Faith Based Organizations, carrying out, identification, withdrawal, rehabilitation and social integration activities Providing alternative support for alternative income opportunities Lead Agency: Ministry responsible for labor Collaborating Agencies: Ministry of Community Development, Gender and Children (MCDGC), Department of Social Welfare (DSW), Ministry of Health and Social Welfare, PMO-RALG, CSOs and FBOs and Development Partners			

Intervention logic	Objectively Verifiable indicators	Means of verification	Important Assumptions
5.2 Public Awareness raised and Social Mobilization Campaigns Against Child Labor (CL) and Worst Forms of Child Labor (WFCL) enhanced to address social-cultural related determinants of child labor	National awareness-raising campaign to promote understanding and implementation of measures against Child Labor (CL) and Worst Forms of Child Labor (WFCL) and Child Rights undertaken Implementation of awareness rising campaign national-wide reaching households, communities, enterprises, FBOs and CSOs sustained over the medium and longer term A National-wide, community-based, community-owned monitoring system for Child Rights that includes mandatory registration of child movement at the place of origin and at final destination established	As under 4.1	As under 4.1
Developing a national awareness-raising campaign to promote understanding and implementation of measures against Child Labor (CL) and Worst Forms of Child Labor (WFCL) and Child Rights Sustainable implementation of the awareness rising campaign national-wide reaching households, communities, enterprises, FBOs and CSOs Establishing a national-wide, community-based, community-owned monitoring system for Child Rights that includes mandatory registration of child movement at the place of origin and at final destination. The information should include reasons for traveling and identity of the person accompanying the child (This practice is already practiced in Iringa to address trafficking of Child Domestic Workers) Lead Agency: Department of Labor, Ministry responsible for Labor Collaborating Agencies: Ministry of Community Development, Gender and Children (MCDGC), Department of Social Welfare (DSW), Ministry of Health and Social Welfare, PMO-RALG, CSOs and FBOs and Development Partners			
6 Mechanisms for prevention and responding to child trafficking are available and strengthened	Legislation for prevention and responding to child trafficking developed, adapted and periodically reviewed	Reports from Ministry of Justice and Constitutional affairs, Ministry of Community Development, Gender and Children (MCDGC), Department of Labor, Ministry responsible for Labor and Department of Social Welfare (DSW), Ministry of Health and	Government and partners commitment to prevent and respond to human trafficking in Tanzania

Intervention logic	Objectively Verifiable indicators	Means of verification	Important Assumptions
		Social Welfare,	
Main Activities to be undertaken Develop/adapt/review and providing precise definitions to cover all of the elements and forms of trafficking, prostitution and pornography as detailed in the Human Trafficking Optional Protocol or in other international Protocols Lead Agency: Ministry of Justice and Constitutional affairs, Collaborating agencies: Ministry of Community Development, Gender and Children (MCDGC), Department of Labor, Ministry responsible for Labor and Department of Social Welfare (DSW), Ministry of Health and Social Welfare,			
7 Monitoring and Evaluating the Child labor Elimination Interventions processes or Responses as well as outputs from main activities and outcomes of prevention and responses to WFCL	WFCL Monitoring and Evaluation system in place and working WFCL monitoring system linked to the poverty monitoring system W	WFCL monitoring and evaluation report	
Main Activities too be undertaken: Implementing the Designed Child labor Monitoring and Evaluation System developed by Department of Labor in collaboration with stakeholders Linking the Monitoring and Evaluation indicators to the Poverty Monitoring Systems in the country by harmonizing the indicators from the two monitoring and evaluation systems Lead Agency: Reports from Ministry of Justice and Constitutional affairs, Collaborating agencies: Ministry of Community Development, Gender and Children (MCDGC), Department of Labor, Ministry responsible for Labor and Department of Social Welfare (DSW), Ministry of Health and Social Welfare,			
8 Stakeholders are committed to implementing the Plan of Action and the needed resources are allocated by Actors in each set of	Buy in process conducted Costing for the NPA for the elimination of WFCL undertaken	WFCL monitoring and evaluation report	Continued commitment and accountability of stakeholders

Intervention logic	Objectively Verifiable indicators	Means of verification	Important Assumptions
activities			
Conducting a buy in process through dialoguing with government MDAs, the CSOs and the development partners to secure their commitment to implement the activities and allocate the needed resources Costing the NPA Piloting NPA implementation in selected six districts where the Child labor Monitoring System will be piloted Designing a Role-Out-Plan to meet the 2015 Targets Lead Agency: Ministry responsible for Labor Collaborating Agencies: Ministry of Community Development, Gender and Children (MCDGC), Department of Labor, Ministry responsible for Labor and Department of Social Welfare (DSW), Ministry of Health and Social Welfare, ILO and other development partners and the Civil Society Organizations (CSOS)			

Monitoring and Evaluation Framework

a) Indicators at National Level

Process and output indicators will be monitored through the reports from the Government Ministries, Departments and Agencies (MDAs). Monitoring and reporting processes in Government include annual performance reporting by MDAs and LGAs, which provide information on outputs from activities and programs. These results are reported in quarterly, mid-year and annual Performance Reports, as well as in Sector Reviews and PERs.

The MKUKUTA Monitoring System that produces reports, some on an annual basis and others intermittently will be used for Monitoring outcome and impact indicators. These reports draw on data and information from Government systems such as Public Expenditure Reviews (PERs), Sector Reviews and Budget Guidelines, national surveys such as the Tanzania HIV Indicator Survey (THIS) – so far conducted twice (in 200/04 and 2007/08), Tanzania Health and Demographic Survey (TDHS) last conducted in 2004/05 and the Integrated Labor Force Survey and the Household Budget Surveys both last conducted in 2006.

The web-based Tanzania Social and Economic Database (TSED), which incorporates key national indicators, and which has been adopted as a key tool for monitoring MKUKUTA and the MDGs, will also be used in reporting progress on the status of poverty in the country over time, including tracking geographical disparities.

b) District and Community Indicators

The Local Government Monitoring Database (LGMD) and the Tanzania Output Monitoring System for HIV/AIDS (TOMSHA) will be used in the Monitoring and Evaluation of processes, outputs, outcomes and impact at the District, Ward, and Community levels.